

## Job Description

Position : Social Behavioral Change and Capacity Building Advisor  
Job code : COMM40040  
Compensation Band : LL  
Supervisor : Deputy Country Director

### **BACKGROUND**

FHI 360 is a nonprofit human development organization dedicated to improving lives in lasting ways by advancing integrated, locally driven solutions. Our staff includes experts in health, education, nutrition, environment, economic development, civil society, gender, youth, research and technology — creating a unique mix of capabilities to address today's interrelated development challenges. FHI 360 serves more than 70 countries and all U.S. states and territories.

Alive & Thrive (A&T) is a global nutrition initiative to save lives, prevent illness, and ensure healthy growth of mothers and children. From 2009–2014, A&T demonstrated that rapid improvements in infant and young child feeding (IYCF) are possible in settings as diverse as Ethiopia, Bangladesh, and Viet Nam. In 2014, A&T began working in Burkina Faso, India, Nigeria, and throughout the Southeast Asia region, expanding its scope to include maternal and adolescent nutrition, and using agriculture and social protection programs as delivery mechanisms for maternal, infant, and young child nutrition (MIYCN). Currently, A&T is leveraging its robust network and knowledge base to strengthen systems and build capacity in these and other countries across Africa and Asia, and disseminate innovations, tools, and lessons worldwide. A&T is managed by FHI 360 with funding from the Bill & Melinda Gates Foundation and other donors.

The overarching goal of A&T is to accelerate effective coverage at scale of key nutrition interventions in priority geographies. In Bangladesh, A&T will contribute to this goal through strengthening systems for MIYCN interventions by providing technical assistance to government, development partners, and other stakeholders to accelerate delivery.

### **Scope of Work:**

#### **Objective**

The Social and Behavioral Change and Capacity Building Specialist will be responsible for providing overall technical assistance for the design, implementation, monitoring and evaluation of Social Behavior Change (SBC) strategies as well as building the capacity of A&T partners and their frontline workers in SBC. S/he will ensure the utilization of best practices and global learning to inform the development of effective SBC strategies, frameworks, tools, materials)) for MIYCN interventions.

Under the guidance of the Country Director, the Social and Behavioral Change and Capacity Building Specialist will also lead A&T's efforts in Strategic Partnerships. This work will entail support to United Nations agencies and development partners with whom A&T has joint ambition, plans or letters of collaboration to incorporate MIYCN SBC interventions within their nutrition-sensitive programs, develop SBC strategic plans, help manage relationships with those partners, and ensure that A&T is an effective, responsive and valued technical assistance provider. S/he will ensure the completion of A&T's jointly agreed upon partner deliverables in a timely manner and provide technical assistance and follow up as agreed upon by the A&T Country Director.

The Social and Behavioral Change and Capacity Building Specialist will also support A&T's efforts to enhance the coverage and delivery of MIYCN services across government health facilities in rural and urban setting through the delivery of superior SBC technical assistance, in collaboration with the Government Liaison & Upazila model implementation Specialist and Senior Program Officer, Urban and MIYCN.

**Specific Tasks for the position:**

*Social behavior change (SBC) technical assistance and capacity building*

1. Provide technical direction to define SBCC approaches and activities to mainstream the promotion of optimal MIYCN behaviors by frontline workers across nutrition-specific and nutrition-sensitive sectors (including health, livelihoods, and gender) in urban and rural settings.
2. Develop SBCC packages (framework, tools, messages and materials) on MIYCN for use by frontline workers across nutrition-specific and nutrition-sensitive sectors (including health, livelihoods, and gender) in urban and rural settings.
3. Develop detailed implementation plans for A&T-supported SBC interventions, and ensure high quality and timeline delivery of deliverables against intended objectives, targets, and timelines.
4. Build the capacity of A&T partners and their frontline workers across nutrition-specific and nutrition-sensitive sectors (including health, livelihoods, and gender) in SBC, including organizing SBC Training of Trainers (ToTs) and providing regular technical guidance and support for government and Implementing Partners (IP) staff through mentoring, coaching, and on-demand technical assistance.
5. Ensure that monitoring system tools, checklists, indicators, and reporting formats are in place to track immediate results/outputs and impact/outcomes as part of SBC initiatives planned in collaboration with major development and government partners.
6. Provide oversight to the SBCC program components, including undertaking field visits to partners to oversee implementation, provide on-site feedback on required improvements, and generate field visit reports with timely and appropriate follow up on action points.
7. Ensure A&T's staff SBC capabilities improve over time through the provision of adequate training and support.

*Partnership management and work stream leadership*

8. Under the supervision of the A&T country director, lead A&T's efforts to support Strategic Partners with whom the organization has joint ambition/plans/letter of collaboration on MIYCN SBC.
9. Ensure that all supported SBC activities from Strategic Partners are properly planned and delivered, and report on progress monthly.
10. Under the supervision of the A&T Country Director, liaise and maintain relationships with Strategic Partners, which include both United Nations and International NGOs.
11. Provide support and ensure the quality of the work of select consultants and strategic partner staff working on MIYCN SBCC.

Qualifications:

1. Master's degree in Communications, Marketing, Social or Behavioral Sciences, Public Relations, Public Health, or related fields;
2. At list 8 years of experience of designing, development, implementation, monitoring and evaluation of SBC strategies and materials as well as related training;
3. Experienced in pre-testing and concept testing SBCC approaches and content;
4. Strong organizational skills, and ability to lead a stream of work;
5. Proficient writing and verbal communication skills;
6. Must be able to read, write and speak fluent English; fluent in Bangla language.
7. Ability to work independently as well as in cooperation with a multi-cultural team;
8. Ability to think creatively and strategically;
9. Relevant computer software skills (including, at a minimum, the standard applications in MS Office).).

### **Reporting**

The Social and Behavioral Change and capacity building specialist will report to the Country Director, and maintain a functional relationship with the Partnership, government liaison and upazila implementation specialist, and the Senior Program Officer, Urban and MIYCN and SBC Advisor A&T HQ.

### **ADDITIONAL INFORMATION:**

Equipment to be used: Computer, telephone, calculator, and/or similar devices

Typical physical demands: Works in a typical office setting with occasional field travel to project sites and partner offices.

The job demands intermittent travel to urban and rural areas.

This job description summarizes the main duties of the job. It neither prescribes nor restricts the exact tasks that may be assigned to carry out these duties. This document should not be construed in any way to represent a contract of employment. Management reserves the right to review and revise this document at any time.

CV's can be sent to [tislam@fhi360.org](mailto:tislam@fhi360.org).